

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK

Napoleon F Vargas
519 Jefferson Ave
RVC NY 11570

13 CV 2341

(In the space above enter the full name(s) of the plaintiff(s).)

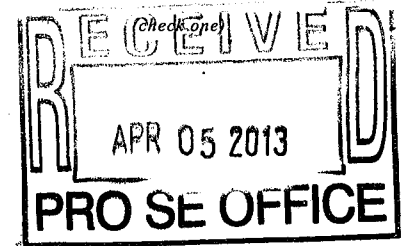
-against-

Reliant Realty

(In the space above enter the full name(s) of the defendant(s).
If you cannot fit the names of all of the defendants in the space
provided, please write "see attached" in the space above and
attach an additional sheet of paper with the full list of names.
Typically, the company or organization named in your charge
to the Equal Employment Opportunity Commission should be
named as a defendant. Addresses should not be included here.)

COMPLAINT
FOR EMPLOYMENT
DISCRIMINATION

Jury Trial: ☒ Yes ☐ No



This action is brought for discrimination in employment pursuant to: (check only those that apply)

_____ Title VII of the Civil Rights Act of 1964, as codified, 42 U.S.C. §§ 2000e to 2000e-17 (race, color, gender, religion, national origin).
NOTE: In order to bring suit in federal district court under Title VII, you must first obtain a Notice of Right to Sue Letter from the Equal Employment Opportunity Commission.

_____ Age Discrimination in Employment Act of 1967, as codified, 29 U.S.C. §§ 621 - 634.
NOTE: In order to bring suit in federal district court under the Age Discrimination in Employment Act, you must first file a charge with the Equal Employment Opportunity Commission.

_____ Americans with Disabilities Act of 1990, as codified, 42 U.S.C. §§ 12112 - 12117.
NOTE: In order to bring suit in federal district court under the Americans with Disabilities Act, you must first obtain a Notice of Right to Sue Letter from the Equal Employment Opportunity Commission.

☒ New York State Human Rights Law, N.Y. Exec. Law §§ 290 to 297 (age, race, creed, color, national origin, sexual orientation, military status, sex, disability, predisposing genetic characteristics, marital status).

_____ New York City Human Rights Law, N.Y. City Admin. Code §§ 8-101 to 131 (actual or perceived age, race, creed, color, national origin, gender, disability, marital status, partnership status, sexual orientation, alienage, citizenship status).

I. Parties in this complaint:

- A. List your name, address and telephone number. Do the same for any additional plaintiffs named. Attach additional sheets of paper as necessary.

Plaintiff

Name

Napoleon F Varas

Street Address

519 Jefferson Ave

County, City

Nassau, Rockville Centre

State & Zip Code

New York, 11570

Telephone Number

516 708 6084

- B. List all defendants' names and the address where each defendant may be served. Make sure that the defendant(s) listed below are identical to those contained in the above caption. Attach additional sheets of paper as necessary.

Defendant

Name

Reliant Realty

Street Address

885 2nd Ave

County, City

New York, New York

State & Zip Code

New York, 10017

Telephone Number

646-374 0100718 342 0900

- C. The address at which I sought employment or was employed by the defendant(s) is:

Employer

Street Address

County, City

State & Zip Code

Telephone Number

II. Statement of Claim:

State as briefly as possible the facts of your case, including relevant dates and events. Describe how you were discriminated against. If you are pursuing claims under other federal or state statutes, you should include facts to support those claims. You may wish to include further details such as the names of other persons involved in the events giving rise to your claims. Do not cite any cases. If you intend to allege a number of related claims, number and set forth each claim in a separate paragraph. Attach additional sheets of paper as necessary.

- A. The discriminatory conduct of which I complain in this action includes: (check only those that apply)

☐

Failure to hire me.

☐

Termination of my employment.

☒

Failure to promote me.

☐

Failure to accommodate my disability.

☒

Unequal terms and conditions of my employment.

____ Retaliation.

____ Other acts (specify): _____

Note: Only those grounds raised in the charge filed with the Equal Employment Opportunity Commission can be considered by the federal district court under the federal employment discrimination statutes.

B. It is my best recollection that the alleged discriminatory acts occurred on: 3/02/2011
Date(s)

C. I believe that defendant(s) (check one):

☒ is still committing these acts against me.

____ is not still committing these acts against me.

D. Defendant(s) discriminated against me based on my (check only those that apply and explain):

☐ race _____ ☐ color _____

☐ gender/sex _____ ☐ religion _____

☒ national origin Dominican

☐ age. My date of birth is _____ (Give your date of birth only if you are asserting a claim of age discrimination.)

☐ disability or perceived disability, _____ (specify)

E. The facts of my case are as follow (attach additional sheets as necessary):

see attach letter

Note: As additional support for the facts of your claim, you may attach to this complaint a copy of your charge filed with the Equal Employment Opportunity Commission, the New York State Division of Human Rights or the New York City Commission on Human Rights.

III. Exhaustion of Federal Administrative Remedies:

A. It is my best recollection that I filed a charge with the Equal Employment Opportunity Commission or my Equal Employment Opportunity counselor regarding defendant's alleged discriminatory conduct on: _____ (Date).

B. The Equal Employment Opportunity Commission (*check one*):

☒
 ☒

has not issued a Notice of Right to Sue letter.

issued a Notice of Right to Sue letter, which I received on 1/10/13 (Date).

Note: Attach a copy of the Notice of Right to Sue letter from the Equal Employment Opportunity Commission to this complaint.

C. Only litigants alleging age discrimination must answer this Question.

Since filing my charge of age discrimination with the Equal Employment Opportunity Commission regarding defendant's alleged discriminatory conduct (*check one*):

☐
 ☐

60 days or more have elapsed.

less than 60 days have elapsed.

IV. Relief:

WHEREFORE, plaintiff prays that the Court grant such relief as may be appropriate, including injunctive orders, damages, and costs, as follows: _____

(Describe relief sought, including amount of damages, if any, and the basis for such relief.)

I declare under penalty of perjury that the foregoing is true and correct.

Signed this 3 day of April, 2013

Signature of Plaintiff

Address

[Signature]
519 Jefferson Ave
Rockville Centre, NY 11570

Telephone Number

Fax Number (if you have one)

516-708-6084
516 992 0436

Napoleon F Vargas
519 Jefferson Ave
Rockville Centre, NY 11570
Tel.: 516-708-6084

Rockville Centre, April 5, 2013

To Whom It May Concern:

Dear Sir Or Madam

I started to work with Realiant Realty at 885 2nd Ave, New York, NY 10017

On April 2010 I was working two and 3 weeks per month in different buildings.

On November 2010 they (company) assigned me to work full time in the building on Residential Plaza, 37 New Lots, two months pass by Amet Taylor told to the Supervisor to ask me if I liked the building to be enrolled in the union, and I answer that I like it, also I said yes.

I was enrolled in the union I have certain benefits according to the work contract, I filed a complaint to the union because they (company) have to pay me several holidays with a modification in my payments, they paid me with \$ 10.00 Dollars per hour, because I filed a complaint. Since then the discrimination and harassment started.

That complaint was done on 09/FEB/2011. On 10/MAR/2011. Due the complaint that I filed they(company) send me to work to the Bronx, in the building located 350 St Anns LLP, 885 2ND Ave, 31st Floor Ste C, New York, NY 10017 347-240-8255 without notice or any written notice or justification the hire another person his name is RICARDO CALE. I am an excellent employee. I have witnesses of my work in that building

Carlos Grimes	Tel.: 347 - 558-0560
Erik Grimes	Tel.: 347 - 236-1702
Henry Frias	Tel.: 347 - 522-1330

Then after the transfer to the Bronx the discrimination and harassment continued.

They (company) took away my work hours, they harass me, force me with threats, to work public holidays, violating the contract and my labor rights, also they make me do work that I am not supposed to do, like landscaping work (cutting grass, trim the bushes on the garden facilities, clean the empty lot) also buff the floor that is repair work not cleaning.

When they transferred me to the Bronx, according to the union contract with four months of full time on a single building I qualified to earn \$ 15.00 dollars per hour. When they send me to the Bronx. They just paid me \$ 10.50 and they paid me the retro active of 4 months at \$ 10.00 and I already qualified for \$ 15.00 dollars. Why they sent me to the Bronx earning \$ 10.00.

That is an abuse

On December 2011, all of my co-workers received a Christmas bonus and I didn't receive. On December 2012 to all of my co-workers they received \$400.00. And I just received \$ 100.00 and I have proof that I am an excellent worker. By this abuses, I had a lot of economic problems with my family. the company has a lot of building that I could work with were I did not have to pay tolls or more gas, but they did it by evil-doing.

In a single year I paid \$ 3,600.00 on bridge tolls also my gas increase to \$ 3,500.00 and I will be having to years since they did that abuse of authority.

They told me that they transferred me because I was working as a temporary worker and that is not true, my paycheck arrived to me as a temporal and that is other violation to my work contract, and the contract said that after 3 month working full time I will be catalog as a permanent worker, they abuse of power. And they have mocked me. And I have

proof of everything that I am writhing down.

Sincerely yours



Napoleon F Vargas

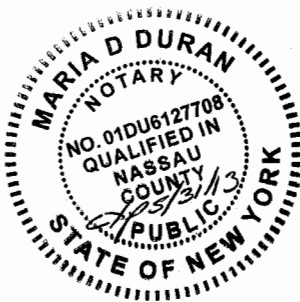
STATE OF NEW YORK

COUNTY OF NASSAU

} SS.: }

Notary Public

SIGNED AND SWORN TO BEFORE ME
THIS 5th OF April YEAR 2013



EEOC Form 161 (11/09)

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: **Napoleon F. Vargas**
519 Jefferson Avenue
Rockville Centre, NY 11570

From: **New York District Office**
33 Whitehall Street
5th Floor
New York, NY 10004



On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

16G-2012-03114

Holly M. Woodyard,
Investigator

(212) 336-3643

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:



The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.



Your allegations did not involve a disability as defined by the Americans With Disabilities Act.



The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.



Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge



The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.



The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.



Other (briefly state)

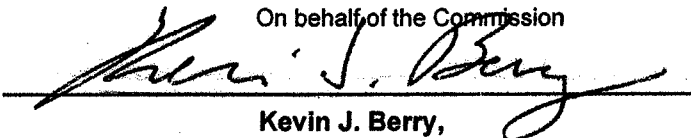
- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed **WITHIN 90 DAYS** of your receipt of this notice, or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission



Kevin J. Berry,
District Director

January 10, 2013

(Date Mailed)

Enclosures(s)

cc:

RELIANT REALTY SERVICES, INC.
Attn: Director of Human Resources
885 Second Avenue, 31st Floor
New York, NY 10017

**CONTRACT & GRIEVANCE CENTER (CGC)**

CENTRO DE CONTRATOS Y QUEJAS

26 of 33

*** PLEASE COMPLETE AS FULLY AS POSSIBLE/POR FAVOR COMPLETAR LO MAS POSIBLE ***

TODAY'S DATE/FECHA DE HOY 2/9/11

DIVISION (please circle/seleccione): RESIDENTIAL COMMERCIAL SECURITY SCHOOLS

FIRST & LAST NAME/NOMBRE Y APELLIDO NAPOLÉON F. VARGAS BUENOSOCIAL SECURITY NUMBER/NOMBRE DE SEGURO SOCIAL 134 98 90 50HOME ADDRESS/DOMICILIO 519 JEFFERSON AV. ROCKVILLE CT NY.HOME PHONE
TELEFONO DE CASACELL PHONE 516-708-6084
TELEFONO DE CELULARWORK PHONE 17-18 342-0900
TELEFONO DE TRABAJOBEST TIME TO REACH
MEJOR HORA DE LOCALIZAROCCUPATION/OCUPACION POHA POKTEH SHIFT/HORARIO DE-8-ABUILDING ADDRESS/DIRECCION DEL EDIFICIO 37 NEW LOTSEMPLOYER/COMPANY NAME/COMPANIA PLAZA RESIDENCES LP.HOW LONG EMPLOYED IN THE: BUILDING/EN EL EDIFICIO 3 MESESCUANTO TIEMPO LLEVAS TRABAJANDO: COMPANY/CON LA COMPANIA 10 MESES

INDUSTRY/INDUSTRIA

WORK PROBLEM or ISSUE/PROBLEMO O MOTIVO☐ TERMINATION/DESPIDO: DATE OF TERMINATION/FECHAS DE SU DESPIDO☐ SUSPENSION/SUSPENSION: DATE OF SUSPENSION/FECHAS DE SU SUSPENSION☐ WARNING LETTER/CARTA DE ADVERTENCIA: DATE OF LETTER/FECHAS DE CARTA☒ WAGE OR PAY /SALARIO☐ VACATION PAY/PAGO DE VACACION☐ SICK PAY/PAGO DE ENFERMEDAD☐ EXCESSIVE WORKLOAD/TRABAJO EXCESSIVO☐ CHANGE OF HOURS, WORK ASSIGNMENT OR FLOORS/ CAMBIO DE HORAS, Rutina, O PISOS☐ QUESTION ABOUT UNION CONTRACT/PREGUNTAS SOBRE CONTRATO☐ QUESTION ABOUT STATUS OF COMPLAINT/ PREGUNTAS SOBRE QUEJAS☐ OTHER/OTRO (PLEASE EXPLAIN /EXPLIQUE) ME PAGARON A \$10 PESOSEL 12/25/10 NAVIDAD." 1/1/11 AÑO NUEVO1/17/11 MARTIN LUSTEAKIN

Please Turn Over and Complete the Other Side/Por Favor Reversa La Pagina →

IF YOU WERE TERMINATED, SUSPENDED, OR GIVEN A WARNING LETTER, PLEASE EXPLAIN WHAT HAPPENED/SI ESTAS DESPEDIDO, SUSPENDIDO, O REEBES CARTA CARTA DE ADVERTENCIA, POR FAVOR EXPLIQUE QUE PASO BREVEMENT.

NAMES OF WITNESSES/PERSONS INVOLVED/NOMBRES DE TESTIGO/PERSONAS INVOLUCRADAS:

IF CHANGE OF HOURS, WORK ASSIGNMENT OR FLOORS, PLEASE DESCRIBE THE CHANGE/SI CAMBIO DE HORAS, RUTINA, O PISOS, POR FAVOR EXPLIQUE EL CAMBIO:

IF EXCESSIVE WORKLOAD, PLEASE STATE FLOOR ASSIGNMENTS, DUTIES, AND CHANGES TO YOUR ROUTINE AND DATE OF CHG/SI TRABAJO EXCESIVO, POR FAVOR AFIRME ASIGNACION DE PISO, FUNCIONES, Y CUALQUIER CAMIO DE RUTINA:

IF CONTRACT QUESTION, PLEASE DESCRIBE YOUR QUESTION/SI PREGUNTAS DE CONTRATO, POR FAVOR DESCRIBA SU PREGUNTA:

CGC USE ONLY: GR INTAKE: TIME COMPLETED:

GR NOTES:

Posting Date: 2011-05-31
 Sequence #: 5970042089
 Account #: 9983215037
 Routing Transit: 02100008
 Amount #: \$2787.42
 Check/Serial #: 000000010443
 Bank #: 802
 Tran Code: 000000
 IRD: 0
 ItemType: P
 BOFD: 074909962
 Cost Center: 203
 Teller Number: 5
 Teller Seq Number: 11
 Processing Date: 20110531

THE FACE OF THIS DOCUMENT CONTAINS MICROPRINTING • THE BACKGROUND COLOR CHANGES GRADUALLY AND EVENLY FROM DARKER TO LIGHTER WITH THE DARKER AREA AT THE TOP

PLAZA RESIDENCES LP
685 2ND AVE 31ST FLOOR STE C
NEW YORK NY 10017

0018-7D19
203 Temp

01-8
210

05/27/2011

10443

DATE

CHECK NO

PAY TO THE
ORDER OF

NAPOLEON F VARGAS BUENO
519 JEFFERSON AVENUE
ROCKVILLE CENTER NY 11570

\$2787.42

AMOUNT

TWO THOUSAND SEVEN HUNDRED EIGHTY SEVEN AND 42/100 DOLLARS

CITIBANK, N.A.

AUTHORIZED SIGNATURE(S)

00000010443 0021000089 9983215037

TO VERIFY AUTHENTICITY OF THIS DOCUMENT THE BACK CONTAINS HEAT SENSITIVE INK THAT CHANGES COLOR WHEN HELD AT AN ANGLE

0615632052

JPMorgan Chase Bank 053105 011 003 0241400 11540

ESTE ES EL CHEQUE DEL PAGO
 RETROACTIVO DE LOS 4 MESES QUE
 ME AVIAN PAGADO AÑO LA HOJA
 EN BROOKLIN

ESTO A FIRMAR QUE YO GANABA UN SUEDO
 MAYOR AL QUE ME PAGAN DESDE MI TRABAJO
 AL BORNAX

PERSONAL AND CHECK INFORMATION

Napoleon Vargas- Bueno
519 Jefferson Avenue
Rockville Centre, NY 11570

Soc Sec #: xxx-xx-9050 Employee ID: 175016

Home Department: 203 Temp / 200 Maintenance

Pay Period: 12/08/12 to 12/14/12

Check Date: 12/21/12 Check #: 11648

NET PAY ALLOCATIONS

DESCRIPTION	THIS PERIOD (\$)	YTD (\$)
Check Amount	93.85	19941.85
NET PAY	93.85	19941.85

EARNINGS

DESCRIPTION	HR\$ UNITS	RATE	THIS PERIOD (\$)	YTD HOURS	YTD (\$)
Bonus			100.00		100.00
Hourly				1794.86	20526.17
Hourly		M4.00			45.50
Vacation			80.00		920.00
Holiday			88.00		1011.00
Sick			48.00		554.00
Birthday			8.00		91.00
Unused Sick Time			32.00		372.00
EARNINGS			100.00	2054.86	23619.67

WITHHOLDINGS

DESCRIPTION	FILING STATUS	THIS PERIOD (\$)	YTD (\$)
Social Security		4.20	992.03
Medicare		1.45	342.49
Fed Income Tax	M 0		1563.72
NY Income Tax	M 0		747.65
NY Disability		0.50	31.93
TOTAL		6.15	3677.82

NET PAY

THIS PERIOD (\$)
93.85

YTD (\$)
19941.85

Payrolls by Paychex, Inc.

0018 0018-4C36 St Anns 350 Limited Partnershi • 885 Second Ave 31st Flr Ste C • New York NY 10017 • (347) 240-8255

FOLD AND REMOVE

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PERSONAL AND CHECK INFORMATION

Angel E Suazo
2754 Grand Concourse Apt 3k
Bronx, NY 10451

Soc Sec #: xxx-xx-4805 Employee ID: 175008
Home Department: 201 Porter / 200 Maintenance

Pay Period: 12/08/12 to 12/14/12
Check Date: 12/21/12 Check #: 11646

NET PAY ALLOCATIONS

DESCRIPTION	THIS PERIOD (\$)	YTD (\$)
Check Amount	324.81	21863.62
NET PAY	324.81	21863.62

EARNINGS

DESCRIPTION	HRS/UNITS	RATE	THIS PERIOD (\$)	YTD HOURS	YTD (\$)
Bonus			400.00		400.00
Hourly				1900.00	24351.00
Hourly				M40.00	510.00
Vacation				80.00	1020.00
Holiday				96.00	1234.00
Holiday				M8.00	102.00
Sick				16.00	206.00
Othrearn					772.32
Unused Sick Time				64.00	832.00
EARNINGS			400.00	2204.00	29427.32

WITHHOLDINGS

DESCRIPTION	FILING STATUS	THIS PERIOD (\$)	YTD (\$)
Social Security		16.80	1203.51
Medicare		5.80	415.50
Fed Income Tax	S 1	34.47	2981.75
NY Income Tax	S 1	10.59	1016.37
NY Disability		0.60	31.71
NY NYC Inc	S 1	6.93	647.54
TOTAL		75.19	6296.38

DEDUCTIONS

DESCRIPTION	THIS PERIOD (\$)	YTD (\$)
Pretxmed		772.32
Union1st		495.00
TOTAL		1267.32

NET PAY

THIS PERIOD (\$)	YTD (\$)
324.81	21863.62

Payrolls by Paychex, Inc.

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PERSONAL AND CHECK INFORMATION

Publio A Polanco
80 Bennett Ave, Apt 5b
New York, NY 10033

Soc Sec #: xxx-xx-0937 Employee ID: 175003
Home Department: 201 Porter / 200 Maintenance

Pay Period: 12/08/12 to 12/14/12
Check Date: 12/21/12 Check #: 11645

NET PAY ALLOCATIONS

DESCRIPTION	THIS PERIOD (\$)	YTD (\$)
Check Amount	0.00	821.46
Chkg 7548	<u>312.05</u>	<u>20504.94</u>
NET PAY	312.05	21326.40

EARNINGS

DESCRIPTION	THIS PERIOD (\$)	YTD (\$)
Bonus	400.00	400.00
Hourly	1836.00	23829.12
Hourly	M8.00	103.36
Vacation	80.00	1033.60
Vacation	M80.00	1053.60
Holiday	104.00	1353.68
Sick	16.00	206.72
Coe - 2		
Sickmemo-Memo		
Holimemo-Memo		
Vacmemo-Memo		
Birthday	8.00	103.36
Unused Sick Time	<u>64.00</u>	<u>842.88</u>
EARNINGS	400.00	2196.00

WITHHOLDINGS	DESCRIPTION	FILING STATUS	THIS PERIOD (\$)	YTD (\$)
	Social Security		16.80	1214.91
	Medicare		5.80	419.43
	Fed Income Tax	S 0	45.43	3646.25
	NY Income Tax	S 0	11.71	1096.18
	NY Disability		0.60	32.17
	NY NYC Inc	S 0	7.61	695.98
	TOTAL		87.95	7104.92

DEDUCTIONS	DESCRIPTION	THIS PERIOD (\$)	YTD (\$)
	Union 1st		495.00
	TOTAL		495.00

NET PAY

THIS PERIOD (\$)
312.05

YTD (\$)
21326.40

Payrolls by Paychex, Inc.

0018 0018-4C36 St Anns 350 Limited Partnershi • 885 Second Ave 31st Flr Ste C • New York NY 10017 • (347) 240-8255

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PERSONAL AND CHECK INFORMATION

Napoleon F Vargas Bueno
519 Jefferson Avenue
Rockville Center, NY 11570

Soc Sec #: xxx-xx-9050 Employee ID: 360029
Home Department: 203 Temp / 200 Maintenance

Pay Period: 03/06/11 to 03/12/11

Check Date: 03/18/11 Check #: 10316

NET PAY ALLOCATIONS

DESCRIPTION	THIS PERIOD (\$)	YTD (\$)
Check Amount	75.08	3575.66
NET PAY	75.08	3575.66

EARNINGS

DESCRIPTION	HOURS	RATE	THIS PERIOD (\$)	YTD HOURS	YTD (\$)
Regular	8.00	10.0000	80.00	408.00	4080.00
holiday ot				8.00	120.00
EARNINGS	8.00		80.00	416.00	4200.00

WITHHOLDINGS

DESCRIPTION	FILING STATUS	THIS PERIOD (\$)	YTD (\$)
Social Security		3.36	176.40
Medicare		1.16	60.90
Fed Income Tax	M 0		262.16
NY Income Tax	M 0		118.48
NY Disability		0.40	6.40
TOTAL		4.92	624.34

TENIA 24

ME PA GAVON-8

ESTO FUE CUANDO ME MANDARON PARA EL BRONXS

16 H. PENDIENTE

NET PAY

THIS PERIOD (\$)
75.08

YTD (\$)
3575.66

Payrolls by Paychex, Inc.

0018 0018-7D19 Plaza Residences Lp • 885 2nd Ave 31st Floor Ste C • New York NY 10017

FOLD AND REMOVE

FOLD AND REMOVE

PERSONAL AND CHECK INFORMATION

Napoleon Vargas- Bueno
519 Jefferson Avenue
Rockville Centre, NY 11570

Soc Sec #: xxx-xx-9050 Employee ID: 175016
Home Department: 203 Temp / 200 Maintenance

Pay Period: 07/14/12 to 07/20/12

Check Date: 07/27/12 Check #: 11509

NET PAY ALLOCATIONS

DESCRIPTION	THIS PERIOD (\$)	YTD (\$)
Check Amount	384.39	10996.43
NET PAY	384.39	10996.43

EARNINGS

24 of 33

DESCRIPTION	HRS/UNITS	RATE	THIS PERIOD (\$)	YTD HOURS	YTD (\$)
Hourly	40.00	11,375.00	455.00	1044.62	11882.55
Hourly				4.00	45.50
Vacation				40.00	455.00
Holiday				40.00	455.00
Sick				8.00	91.00
Birthday				8.00	91.00
EARNINGS	40.00		455.00	1144.62	13020.05

WITHHOLDINGS

DESCRIPTION	FILING STATUS	THIS PERIOD (\$)	YTD (\$)
Social Security		19.11	546.84
Medicare		6.60	188.79
Fed Income Tax	M 0	29.92	859.53
NY Income Tax	M 0	14.38	410.83
NY Disability		0.60	17.63
TOTAL		70.61	2023.62

(YO NO SOY TEMPORERO)
Y TO DAR LOS cheque
ME LLAMAR ASI'

NET PAY

THIS PERIOD (\$)
384.39

YTD (\$)
10996.43

Payrolls by Paychex, Inc.

0018 0018-4C36 St Anns 350 Limited Partnershi • 885 Second Ave 31st Flr Ste C • New York NY 10017 • (347) 240-8255

FOLD AND REMOVE

FOLD AND REMOVE

PERSONAL AND CHECK INFORMATION

Napoleon Vargas- Bueno
519 Jefferson Avenue
Rockville Centre, NY 11570

Soc Sec #: xxx-xx-9050 Employee ID: 175016
Home Department: 203 Temp / 200 Maintenance

Pay Period: 10/06/12 to 10/12/12
Check Date: 10/19/12 Check #: 11581

NET PAY ALLOCATIONS

DESCRIPTION	THIS PERIOD (\$)	YTD (\$)
Check Amount	318.85	16024.45
NET PAY	318.85	16024.45

EARNINGS

DESCRIPTION	HRS/UNITS	RATE	THIS PERIOD (\$)	YTD HOURS	YTD (\$)
Hourly	23.97	11.6250	278.65	1492.19	17007.63
Holiday	8.00	11.6250	93.00	56.00	639.00
Hourly				M4.00	45.50
Vacation				80.00	920.00
Sick				24.00	275.00
Birthday				8.00	91.00
EARNINGS	31.97		371.65	1664.19	18978.13

WITHHOLDINGS

DESCRIPTION	FILING STATUS	THIS PERIOD (\$)	YTD (\$)
Social Security		15.61	797.08
Medicare		5.39	275.18
Fed Income Tax	M 0	21.59	1255.44
NY Income Tax	M 0	9.61	600.55
NY Disability		0.60	25.43
TOTAL		52.80	2953.68

NET PAY

THIS PERIOD (\$)	YTD (\$)
318.85	16024.45

Payrolls by Paychex, Inc.

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PERSONAL AND CHECK INFORMATION

Napoleon Vargas- Bueno
519 Jefferson Avenue
Rockville Centre, NY 11570

Soc Sec #: xxx-xx-9050 Employee ID: 175016
Home Department: 203 Temp / 200 Maintenance

Pay Period: 10/29/11 to 11/04/11
Check Date: 11/10/11 Check #: 11278

NET PAY ALLOCATIONS

DESCRIPTION	THIS PERIOD (\$)	YTD (\$)
Check Amount	279.61	13129.78
NET PAY	279.61	13129.78

EARNINGS

DESCRIPTION	HRS/UNITS	RATE	THIS PERIOD (\$)	YTD HOURS	YTD (\$)
Regular	28.38	11.3750	322.82	1284.90	13531.16
Retro Pay				216.00	192.00
holiday ot				16.00	262.50
Overtime				7.25	114.19
Holiday				44.00	469.00
Sick				48.00	511.00
Vacation				40.00	455.00
EARNINGS	28.38		322.82	1656.15	15534.85

WITHHOLDINGS

DESCRIPTION	FILING STATUS	THIS PERIOD (\$)	YTD (\$)
Social Security		13.55	652.46
Medicare		4.68	225.26
Fed Income Tax	M 0	17.09	1031.25
NY Income Tax	M 0	7.29	474.50
NY Disability		0.60	21.60
TOTAL		43.21	2405.07

NET PAY	THIS PERIOD (\$)	YTD (\$)
	279.61	13129.78

Payrolls by Paychex, Inc.

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ALEGAN fue NO PONCHE

~~DE~~ DE 12 ME PAGARON 4 HORA
ME DISEN FUE NO PONCHE

LA HOJA DE ABAJO ES EL HORARIO
que yo PONCHE

PERSONAL AND CHECK INFORMATION

Napoleon Vargas- Bueno
519 Jefferson Avenue
Rockville Centre, NY 11570

Soc Sec #: xxx-xx-9050 Employee ID: 175016
Home Department: 203 Temp / 200 Maintenance

Pay Period: 07/14/12 to 07/20/12

Check Date: 07/27/12 Check #: 11509

NET PAY ALLOCATIONS

DESCRIPTION	THIS PERIOD (\$)	YTD (\$)
Check Amount	384.39	10996.43
NET PAY	384.39	10996.43

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DESCRIPTION	RATE	PERIOD (\$)	YTD HOURS	YTD (\$)
Hourly	40.00	11,375.00	455.00	11882.55
Hourly			1044.62	45.50
Vacation			40.00	455.00
Holiday			40.00	455.00
Sick			8.00	91.00
Birthday			8.00	91.00
EARNINGS	40.00	455.00	1144.62	13020.05

WITHHOLDINGS	DESCRIPTION	FILING STATUS	THIS PERIOD (\$)	YTD (\$)
	Social Security		19.11	546.84
	Medicare		6.60	188.79
	Fed Income Tax	M 0	29.92	859.53
	NY Income Tax	M 0	14.38	410.83
	NY Disability		0.60	17.63
TOTAL			70.61	2023.62

(Yo No Soy Temporal)

> To por los cheque

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NET PAY

THIS PERIOD (\$)
384.39

YTD (\$)
10996.43

Payrolls by Paychex, Inc.

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HARASSMENT LETTER

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SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

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President

KEVIN J. DOYLE
Executive Vice President

HÉCTOR J. FIGUEROA
Secretary-Treasurer

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New York, NY 10011-4676
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Capital Area District

Washington 202.387.3211
Baltimore 410.244.5970
866.925.3225
Silver Spring 301.562.9301

Connecticut District

800.228.5253
Hartford 860.560.8674
Stamford 203.602.6615

District 1201

215.923.5488

Florida District

305.672.7071

Hudson Valley District

914.637.7000

Mid-Atlantic District

215.226.3600

**National Conference of
Firemen and Oilers**
202.962.0981

New Jersey District

973.824.3225

Western Pennsylvania

412.471.0690

www.seiu32bj.org

February 7, 2012

ST. ANN'S 350 LIMITED PARTNERSHIP
885 2ND AVENUE, 31ST FLOOR, SUITE C
NEW YORK, NY 10017

**Re: 350 ST. ANN'S AVE
NAPOLEON F VARGAS**

To Whom It May Concern:

We are writing to express our concern about a complaint filed by NAPOLEON F VARGAS employed at above-referenced building location as a Porter. This member claims that their supervisor Hamed Taylor has been harassing him during the performance of their job duties. We are asking that this supervisor be instructed to immediately cease and desist from any further harassing behavior or be cited for harassment.

If this harassment continues, SEIU Local 32BJ will be forced to take further action regarding this matter. We would prefer to see this matter resolved amicably so that both our members and your employees work in a productive and professional environment.

Very truly yours,

Corrado Meola
Grievance Representative

cc: NAPOLEON F VARGAS
519 JEFFERSON AVE
ROCKVILLE CTR, NY 11570